



2019 Racial Equity Leadership Institute

Overcoming Racism: Awakening, Woke, Taking Command

February 25, 2019 | Presented by the Facilitating Racial Equity Collaborative

Minnesota's Facilitating Racial Equity Collaborative (FREC) is excited to announce the opening of applications for our fifth annual Racial Equity Leadership Institute for educational leadership teams. *This Racial Equity Leadership Institute is aimed specifically for leadership teams from educational institutions, both K-12 and higher education, who have already made a commitment and undertaken actions to advance racial equity in their educational environments.* This year's Institute is co-sponsored by the Bush Foundation and the Minnesota Private Colleges Council. Applications are due December 7, 2018.

Date, Time and Location

The 2019 Racial Equity Leadership Institute will take place on **Monday, February 25, 2019**, at the Minnesota Department of Education, 1500 Highway 36 West, Roseville, MN 55113, Conference Center B. The program will begin promptly at 7:45 am and conclude at 4:30 pm. Lunch and a light breakfast will be included.

Program Overview

This Leadership Institute is designed to empower education leadership teams who are already pursuing racial equity to further sharpen their critical consciousness and their ability to drive real, sustainable, systemic change in their organizations. Past Institute participants are especially encouraged to apply, and new leadership teams are welcome to apply provided that they already have a basic understanding of institutional racism and educational equity, and have made the commitment to take action to advance racial equity in their local setting.

The theme of this year's Racial Equity Leadership Institute is ***Overcoming Racism: Awakening, Woke, Taking Command***. The Institute will include new learning, team interaction, and individual reflection. Special features of this year's Leadership Institute will include:

- Deepening participants' understanding of their own racial identity and its implications for their leadership and decision-making. Our keynote presenters will be Dr. Keith Brooks, Chosen Path Consulting, and Kelly C. Weiley, CoAct Consulting.
- A panel of students will voice their observations of systemic racism on the ground level.
- A panel of education leaders will offer tips from their experiences with taking command in their respective settings.

- Seema Pothini, Executive Director of the National Association of Multicultural Education, Minnesota Chapter, and author of *Case Studies on Diversity and Social Justice Education*, will share the Equity Literacy Case Analysis Approach and resources.
- Each team will be assigned a FREC facilitator/consultant, who will be available before, during, and after the Leadership Institute to develop or refine your team's action plan to address challenges or a particular issue in your own local setting.
- At the end of the day, participants will leave with practical tools, a collection of contemporary case studies, and individual and collective action steps to enhance their racial equity leadership in their local setting.

Continuing education credits will be available for eligible participants. Certificates of completion will be provided to all participants.

Applications Are Due December 7, 2018

Applications to participate in the 2019 Racial Equity Leadership Institute will be due on **December 7, 2018**. The application form is attached and should be submitted electronically to leadership@overcomingracism.org. Also attached is a flyer which you are welcome to share with others.

Who Should Attend?

Each participating district or institution will be asked to bring a team of **four to eight** individuals including at least one of the following:

- 1) A representative from your board or governing body.
- 2) A representative from your executive or leadership team.
- 3) A representative with responsibility for equity or diversity work.
- 4) A faculty leader (e.g., union president, Senate president, or other significant leader).

In addition, each organization may include 1-4 additional organizational change agents as part of their team.

Preparation for the Institute

Each team and its members are required to spend an estimated four hours preparing for the Institute. We will ask each team to do the following:

- Introductory exchange with an assigned FREC facilitator
- Pre-Reading: A short piece on Developing a Race Equity Culture and a short piece on the Educational Equity Leadership Model.
- Write a brief statement (1-2 pages) about one issue you want help with. Include what you identify as the issue, what actions you have tried to address it, what barriers or resistance

you have encountered, and what you find effective and what you find troublesome about this situation. Share this statement with you FREC facilitator and bring copies for your team to use at the Institute.

Further information and tools to assist you in this preparatory work will be sent with the notification of acceptance to participate.

Fee

The fee to participate in the 2019 Racial Equity Leadership Institute for a team of four will be \$1100. A charge of \$50 will be added for each of up to four additional team members. Our goal is for this workshop to be accessible. If your team needs a full or partial scholarship, please send an email to leadership@overcomingracism.org indicating the amount your organization can pay and the scholarship amount that you are requesting.

Questions

Please contact leadership@overcomingracism.org if you have questions about the Institute. We will plan to respond within two business days of receiving the email.

We wish you well in your continuing efforts to provide the next generation of Minnesotans with truly equitable educational opportunities.

Sincerely,

Sue Hammersmith and Barb Rose

On behalf of the Racial Equity Leadership Institute Planning Team